

**State of Connecticut
Commission on Human Rights and Opportunities**



**Regular Commission Meeting Minutes
Wednesday, September 8, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Cherron Payne, Chair
Edward Mambruno, Secretary
Edith Pestana
Lisa Giliberto
Nicholas Kapoor
Andrew Norton
Neeta Vatti

Commissioners Absent

Joseph Suggs

Staff Present

Tanya A. Hughes, Executive Director
Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Michelle Dumas Keuler, HRO Attorney	Monica H. Richardson, Executive Secretary
Kristen Daniels, Executive Secretary	Darcy Strand, Legislative Analyst
Emily Melendez, Asst Attorney General	

I. Chairperson: Chair Payne, Presiding

The meeting convened at 2:00 p.m.

The vote on the Minutes of the August 8 meeting were tabled due to technical difficulties of Commissioner Mambruno.

II. Secretary: Commissioner Nicholas Kapoor for Edward Mambruno

Commissioner Giliberto moved to approve the minutes from the August 11, 2021 regular commission meeting with corrections and Commissioner Pestana seconded it; The vote to approve the corrected minutes was: Yes (6) No (0), and Abstentions (0). The motion carried.

* *The minutes were corrected to reflect the vote on the Reopening Request as follows: (5) Yes, (1) No (Commissioner Ed Mambruno and (1) Abstentions (Commissioner Edith Pestana).*

III. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Mental Health and Addiction Services

Representing the agency were Nancy Navarretta, Acting Commissioner, Barbara Viadella, EEO Manager, Jennifer Green, Human Resource Administrator, Ellen Boynton, (Retired) Yvonne Addo, Chief of Staff, Tommy Wilson, EEO Specialist 2, Ashley Burke, EEO Specialist, and Lorraine Collazo-DeLeon, EEO Assistant.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 39%. The promotion goals were met at 34% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 183.70% achievement for the SBE and 343.90% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, Approved and 2019 and 2020, Disapproved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the Department of Mental Health and Addiction Services and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

2. Department of Transportation

Representing the agency was Joseph Giulietti, Commissioner and Eric Smith, EEO

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 30%. The promotion goals were met at 26% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 743.2% achievement for the SBE and 1427.9% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2019, 2019 and 2020, Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Kapoor to accept the staff recommendation to **approve** the plan of the Department of Transportation and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

Staff Recommendations: **Conditional Approval**

3. Department of Education

Representing the agency was Charlene Russell-Tucker, Commissioner, Desi Nesmith, Deputy Commissioner, Levy Gillespie, Equal Employment Opportunity Director, Barbara Owens, Administrative Assistant, Lawanda Scott, Equal Employment Opportunity Specialist, Ellen Morris, Labor Relations Specialist, Attorney Gwaina Waldon, and Deb Paradis. The plan was recommended for **Conditional Approval**:

The agency did not meet all or substantially meet all its hiring goals at 34%. The promotion goals were met at 27% and the program goals were met 100% (3 out of 3).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 73.3% achievement for the SBE and 88.9% achievement for the MBE.

The filing history is as follows: 2016- 2020, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Pestana to accept the staff recommendation to **Conditionally approve** the plan of the Department of Education and retain annual filing status. The vote: Yes (6), No (0) and Abstentions (0). The motion carried.

** Vote on the minutes of the August 8 meeting.

IV. Request To Reopen Presented by Attorney Michelle Dumas Keuler

Joseph Mulligan v. Amazon Fulfillment
CHRO No. 2010459

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **deny** Complainant's reopening request, CHRO 2010459 Joseph Mulligan v. Amazon Fulfillment. The vote: Yes (6), No (0) and Abstentions (0). The motion carried

Ricky Wells v. Middletown Police
CHRO No. 1930310

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **deny** the Complainant's request to reopen CHRO No.1930310, Ricky Wells v. Middletown Police. The vote: Yes (6), No (0) and Abstentions (0). The motion carried

V. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director
Submitted the August production report and the Annual digest, 2021.

2. Outreach Report: by Cheryl Sharp, Deputy Director
See detailed report as highlighted by Deputy Director Sharp.

- Fair Housing Training
- Equity Study Kick off
- CTRP3 Policy Work Group

- Police T & A Taskforce
- Confronting Hate, reaching out to the Asian Community

3. Legislative update:

Attorney Strand reported on legislation impacting the CHRO:

- Public Act 21-109, An Act Concerning the Duties and Responsibilities of the Commission on Human Rights and Opportunities
- Public Act 21-2, An Act Creating a Respectful and Open World for Natural Hair
- Public Act 21-128, An Act Concerning the Authority of the Office of the Attorney General
- Public Act 21-76, An Act Concerning the Modernization of State Services and the Membership of the Commission for Educational Technology

VI. Executive Session

(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)

There were no items for Executive Session

VII. Vote on Executive session items:

VIII. Old Business

IX. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting; Commissioner Pestana seconded it. The vote was: Yes (6), No (0), and Abstentions (0). The motion carried. The meeting adjourned at 3:35 pm.